



NATIONAL BOARD *For*  
*Professional Teaching Standards*

# NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS

NBCT LAW AND RULE CHANGES



# ARKANSAS DEPARTMENT OF EDUCATION

## Vision and Mission

### **Vision**

The Arkansas Department of Education is transforming Arkansas to lead the nation in student-focused education.

### **Mission**

The Arkansas Department of Education provides leadership, support, and service to schools, districts, and communities so every student graduates prepared for college, career, and community engagement

# HISTORY OF ARKANSAS SUPPORT FOR NATIONAL BOARD TEACHERS

- ▶ Act 1225 of 1997: Paid half of NBPTS application fee.
- ▶ Act 58 of 1999: Full NBPTS application fee, plus a \$2,000 annual bonus
- ▶ Act 1060 of 2001: Increased the bonus to \$3,000 and added building level administrator(s).
- ▶ Act 1803 Of 2003: Increased the bonus to \$4,000 in 2004 and \$5,000 in 2005
- ▶ Act 1326 of 2009: Bonus counts toward retirement (this act has not been funded)
- ▶ Act 1449 of 2009: Higher Education NBCTs become eligible for the bonus
  - ❑ Must have three years of public school teaching or building level administrator experience, as an NBCT
  - ❑ Must be employed in a state-supported teacher preparation program





# CHANGES IN SUPPORT FOR NATIONAL BOARD TEACHERS

## Prior to January 1, 2018

- ▶ A person who is currently receiving the bonus will receive the bonus for the remaining life of the certificate.
- ▶ A person registering for candidacy **prior** to January 1, 2018, will receive a \$5,000 annual bonus for five years, upon certification (unless educator meets the criteria for the additional bonus)

## After January 1, 2018

- ▶ A person registering for candidacy **after** January 1, 2018, will receive a \$2,500 annual bonus for five years, upon certification, if the NBCT teaches in a low-poverty school
- ▶ A person registering for candidacy **after** January 1, 2018, will receive a \$5,000 annual bonus for five years, upon certification, if the NBCT teaches in a high-poverty school.



**NBCT YEAR OF BONUS**  
**(Act 937 of 2017)**  
*Effective 8/1/2017*

**LEGEND:**

**CT:** Classroom Teacher  
**BLP:** Building Level Principal  
**BLAP:** Building Level Asst Principal  
**IF:** Instructional Facilitator

**IL:** Instructional Leader  
**HPS:** High Poverty School  
**HPCS:** High Poverty Charter School  
**HPD:** High Poverty District

	YEAR OF CERTIFICATION OR RENEWAL	FOR PUBLIC SCHOOL EMPLOYMENT (NOT HPS, HPCS, OR HPS IN A HPD, or by election filed with ADE)			FOR HPS EMPLOYMENT (as CT, IF, IL, BLP, and BLAP)			FOR HPS IN A HPD EMPLOYMENT (as CT, IF, IL only)			FOR HPCS EMPLOYMENT (as CT, IF, IL only)		
		BONUS AMOUNT	MAX. # OF YRS	FINAL BONUS YR	BONUS AMOUNT	MAX. # OF YRS	FINAL BONUS YR	BONUS AMOUNT	MAX. # OF YRS	FINAL BONUS YR	BONUS AMOUNT	MAX. # OF YRS	FINAL BONUS YR
<b>BEFORE 1/1/2018*:</b> Certified, renewed, OR began the initial certification process <b>OR</b> <b>BEFORE 1/1/2017*:</b> Moved to AR as NBCT	On or < 2007	\$ 5,000	10	2017		***			***			***	
	2008	\$ 5,000	10	2018	(Same as Public School Employment Column)			\$ 10,000	10	2018	\$ 10,000	10	2018
	2009	\$ 5,000	10	2019				\$ 10,000	10	2019	\$ 10,000	10	2019
	2010	\$ 5,000	10	2020				\$ 10,000	10	2020	\$ 10,000	10	2020
	2011	\$ 5,000	10	2021				\$ 10,000	10	2021	\$ 10,000	10	2021
	2012	\$ 5,000	10	2022				\$ 10,000	10	2022	\$ 10,000	10	2022
	2013	\$ 5,000	10	2023				\$ 10,000	10	2023	\$ 10,000	10	2023
	2014	\$ 5,000	10	2024				\$ 10,000	10	2024	\$ 10,000	10	2024
	2015	\$ 5,000	10	2025				\$ 10,000	10	2025	\$ 10,000	10	2025
	2016	\$ 5,000	10	2026				\$ 10,000	10	2026	\$ 10,000	10	2026
	2017	\$ 5,000	10	2027				\$ 10,000	10	2027	\$ 10,000	10	2027
	2018	\$ 5,000	10	2028				\$ 10,000	10	2028	\$ 10,000	10	2028
	2019	\$ 5,000	10	2029				\$ 10,000	10	2029	\$ 10,000	10	2029
<b>ON/AFTER 1/1/2018**:</b> Began the initial certification process <b>AND</b> received certification (includes NBCT who moves to AR)	2019	\$ 2,500	5	2024	\$ 5,000	5	2024	\$ 10,000	10	2029	\$ 10,000	10	2029
	2020	\$ 2,500	5	2025	\$ 5,000	5	2025	\$ 10,000	10	2030	\$ 10,000	10	2030
	2021	\$ 2,500	5	2026	\$ 5,000	5	2026	\$ 10,000	10	2031	\$ 10,000	10	2031
	2022	\$ 2,500	5	2027	\$ 5,000	5	2027	\$ 10,000	10	2032	\$ 10,000	10	2032
	2023	\$ 2,500	5	2028	\$ 5,000	5	2028	\$ 10,000	10	2033	\$ 10,000	10	2033
	2024	\$ 2,500	5	2029	\$ 5,000	5	2029	\$ 10,000	10	2034	\$ 10,000	10	2034
	2025	\$ 2,500	5	2030	\$ 5,000	5	2030	\$ 10,000	10	2035	\$ 10,000	10	2035
	2026	\$ 2,500	5	2031	\$ 5,000	5	2031	\$ 10,000	10	2036	\$ 10,000	10	2036
	2027	\$ 2,500	5	2032	\$ 5,000	5	2032	\$ 10,000	10	2037	\$ 10,000	10	2037
	2028	\$ 2,500	5	2033	\$ 5,000	5	2033	\$ 10,000	10	2038	\$ 10,000	10	2038
	2029	\$ 2,500	5	2034	\$ 5,000	5	2034	\$ 10,000	10	2039	\$ 10,000	10	2039
	2030	\$ 2,500	5	2035	\$ 5,000	5	2035	\$ 10,000	10	2040	\$ 10,000	10	2040

\* ACA 6-17-413(a)

\*\* ACA 6-17-413(e)-(f)

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# YRS SHOWN IS CUMULATIVE FROM DATE OF CERTIFICATION (10 yrs is max.)





# CHANGES IN SUPPORT FOR NATIONAL BOARD TEACHERS

- ▶ A NBCT with a current certificate, who teaches in a high-poverty school **AND** a high-poverty district or a high-poverty charter school, will receive an annual bonus of \$10,000 for up to ten years unless the school or district's poverty status changes.
- ▶ The poverty status of every school and district in Arkansas is subject to change annually, depending upon the October Cycle II School Report. Therefore, the amount of annual bonus received by an NBCT can change accordingly. School and school district information can be found at <https://myschoolinfo.arkansas.gov/>
- ▶ Since new certificates are for five years, any NBCT teaching in a high-poverty school and a high-poverty district will be allowed to renew one time to complete the 10 year maximum.



# CHANGES IN SUPPORT FOR NBCTs RENEWING A CURRENT CERTIFICATE

- ▶ **Act 937 of 2017** states: “The department shall pay a yearly incentive bonus of \$5,000 for no more than ten (10) school years or, in the case of a recertification **obtained** before January 1, 2018, for the life of the recertification.”
  - ❑ That means anyone who recertified prior to January 1, 2018, will continue to receive the annual \$5,000 bonus, or \$10,000 if the NBCT is in a high-poverty school AND high-poverty district, for the years remaining on the renewed certificate
  - ❑ This also means that anyone recertifying after January 1, 2018, will not receive a state bonus, except NBCTs, on a five-year certificate, who are in a high-poverty school and high-poverty school district and are eligible to renew the five-year certificate one time.
  - ❑ School Districts have the option to offer a district bonus.



# FREQUENTLY ASKED QUESTIONS





# WHAT WILL BE THE AMOUNT OF YEARS ON MY NBCT CERTIFICATE?

- ▶ NBCT candidates certifying in December 2017, will be the first group to receive the five-year certificate. All new NBCTs, from that point forward, will receive the five-year certificate.
- ▶ Current NBCTs who renew certification, will continue to receive a ten-year certificate until the year, 2021. At that time, NBCT renewals will be for five years, per National Board's new policy changes.



# HOW WILL I KNOW IF MY DISTRICT AND/OR SCHOOL IS HIGH-POVERTY?

- ▶ Data collected from the Cycle II School Report, for the previous school year, will be aggregated by the Research and Technology Unit at ADE. They will compile a list and the National Board office will post it on the ADE website/National Board page.
- ▶ This will be the official list the National Board office will use to determine the amount of each NBCTs annual bonus.
- ▶ The data on the ADE website at the MY SCHOOL INFO link is the unaudited numbers for the current school year <https://myschoolinfo.arkansas.gov/> Once audited, this will be the numbers used for the next school year bonuses.



# WHAT IF MY SCHOOL DISTRICT IS PARTICIPATING IN THE 100% FREE LUNCH PROGRAM?

- ▶ The rule reference below answers this question with the statement, “the school lunch students shall be equal to the percentage submitted in the **base year**”.
- ▶ The rules reference Code 6-20-2303.  
(B) If the school district is participating under 42 U.S.C. § 1759a, then for purposes of funding under § 6-20-2305(b), such a school district's annual percentage of national school lunch students shall be equal to the percentage submitted in the base year, which means the last school year for which eligibility determinations were made and meal counts were taken by type;



# WHAT DOES “in the process” MEAN?

There are two applications to this phrase:

1. Anyone applying for first-time National Board Certification **before** January 1, 2018, are considered “in the process” until all efforts to certify are exhausted (three years for state funded candidates and five years for self-funded candidates)
2. Any renewal candidate making a full submission in the spring of 2017, receiving scores in November of 2017, and not passing, are considered “in the process” until the additional year is exhausted.



# WHO IS ELIGIBLE FOR THE BONUS?

- ▶ Classroom teachers: includes counselors, librarians, P.E., Music
- ▶ Instructional Leader: Principals and Assistant Principals
- ▶ Instructional Facilitator: may include Math coaches, Literacy coaches, etc.
- ▶ All NBCTs must work in a school building with **students and/ or teachers 70% of their contract time to be eligible for any state bonus.**



# “IRREVOCABLE ELECTION”

- ▶ Act 937 states: “A person who, as of December 1, 2017, meets the qualifications for a yearly incentive bonus may make an irrevocable election to receive future yearly incentive bonuses under this subsection by filing a written election with the department no later than July 1, 2019.”
- ▶ ADE will include an “election” on the profile for the 2017/2018 bonus year. The statement will say, “I elect to receive the increased bonus, if applicable.” NBCTs will simply check Yes or No.





# WHEN WILL NBCTs RECEIVE THE ANNUAL BONUS?

- ▶ The bonuses will be issued at the same time as the last two years, beginning in March and April and in random order.
- ▶ Payments must be made within fiscal year.



# WHAT ARE THE DESIGNATED BONUSES?

- ▶ An NBCT candidate registering before January 1, 2018, certifying and teaching in a “low-poverty” school will receive \$5,000 annual bonus for **five years**.
- ▶ An NBCT candidate registering after January 1, 2018, certifying, and teaching in a “low-poverty” will receive \$2,500 annual bonus for **five years**.
- ▶ A current NBCT teaching in a high-poverty school but NOT a high-poverty district, will receive \$5,000 annual bonus for the **life of the current certificate**.
- ▶ A current NBCT teaching in a high-poverty school AND a high-poverty district, or a high-poverty charter school will receive \$10,000 annual bonus for the **life of the current certificate**.
- ▶ A current NBCT teaching in a low-poverty school will continue to receive \$5,000 annual bonus for the **life of the current certificate**.
- ▶ A new NBCT with a five year certificate and teaching in a high-poverty school AND a high-poverty district will receive \$10,000 annual bonus for **ten years** (have a five year certificate and can renew one time)



# Who Receives Bonuses?

- ▶ Any classroom teacher, instructional facilitator, instructional leader, building-level principal, or building-level assistant principal who is employed full-time in an Arkansas public school district, including an open-enrollment public charter school.



# IF I AM AN NBCT CANDIDATE, HOW LONG DO I HAVE TO MAKE A FULL SUBMISSION?

- ▶ 1. If you are a state funded candidate, you **MUST** make a full submission in the first year of candidacy. Then you have two additional years (for a total of 3 years) to retake any components.
- ▶ 2. If you are a self-funded candidate, you have up to three years to make your full submission. Then you have two additional years (for a total of 5 years) to retake any components.
- ▶ **Arkansas Department of Education does not pay for the cost of any retakes.**

# HOW DO I APPLY FOR STATE FUNDING FOR NATIONAL BOARD

- ▶ In March the ADE National Board Office will post the locations, dates, and times for the orientations across the state. There will be a link with the announcement for registration for the candidates to select the site of their choice. Those requesting state funding **MUST** attend one of these meetings.
- ▶ The orientations actually take place in April and the first week in May.
- ▶ About the first part of May the 2018 National Board State Funding Application will be posted on the ADE/National Board page.
- ▶ Candidates will have until June 29, 2018, at 4:30 pm to make the online submission of their application and accompanying documents.
- ▶ The applications are double-blind scored in mid-July by Arkansas NBCTs from all areas of the state and representing multiple contents.
- ▶ The announcement is made by email to all the candidates at the end of July and those meeting or exceeding the state set cut-score will receive state funding.



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